



TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Postal Service Mail Sorters, Processors, and Processing Machine Operators




INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:

80

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	 58	Level	 89	Level	 91

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Oral Expression	46	23	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Near Vision	51	19	62								
Speech Clarity	37	18	56								
Perceptual Speed	34	16	50								
Speech Recognition	37	16	50								
Selective Attention	37	15	50								
Category Flexibility	39	13	56								
Finger Dexterity	37	11	53								
Problem Sensitivity	34	11	50								
Written Comprehension	41	7	56								
Manual Dexterity	44	7	56								
Oral Comprehension	46	5	50								

LEVEL and IMPT (IMPORTANCE) refer to the Target Postal Service Mail Sorters, Processors, and Processing Machine Operators. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Postal Service Mail Sorters, Processors, and Processing Machine Operators.

ASK ANALYSIS



Ability Level Comparison - Abilities with importance scores over 50

Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance
Near Vision	32	51	62
Written Comprehension	34	41	56
Category Flexibility	26	39	56
Manual Dexterity	37	44	56
Speech Clarity	19	37	56
Oral Expression	23	46	53
Information Ordering	34	34	53
Finger Dexterity	26	37	53
Oral Comprehension	41	46	50
Problem Sensitivity	23	34	50
Perceptual Speed	18	34	50
Selective Attention	22	37	50
Static Strength	59	46	50
Speech Recognition	21	37	50

Skill Level Comparison - Abilities with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance
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Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance
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Experience & Education Comparison

Related Work Experience Comparison			Required Education Level Comparison		
Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators
10+ years	1%	0%	Doctoral	4%	0%
8-10 years	0%	0%	Professional Degree	0%	0%
6-8 years	0%	0%	Post-Masters Cert	0%	0%
4-6 years	0%	0%	Master's Degree	0%	0%
2-4 years	1%	0%	Post-Bachelor Cert	0%	0%
1-2 years	14%	0%	Bachelors	0%	0%
6-12 months	6%	3%	AA or Equiv	5%	0%
3-6 months	15%	18%	Some College	0%	0%
			Post-Secondary Certificate	0%	4%



1-3 months	11%	<div><div></div></div>	23%	<div><div></div></div>	High School Diploma or GED	69%	<div><div></div></div>	39%	<div><div></div></div>
0-1 month	9%	<div><div></div></div>	0%	<div><div></div></div>	No HSD or GED	19%	<div><div></div></div>	54%	<div><div></div></div>
None	38%	<div><div></div></div>	55%	<div><div></div></div>					

Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators
Most Common Educational/Training Requirement:	
Short-term on-the-job training	Short-term on-the-job training
Job Zone Comparison	
2 - Job Zone Two: Some Preparation Needed	2 - Job Zone Two: Some Preparation Needed
Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.	Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.
These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.	These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.
Employees in these occupations need anywhere from a few months to one year of working with experienced employees.	Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Tasks

Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators
Core Tasks	Core Tasks
Generalized Work Activities:	Generalized Work Activities:
<ul style="list-style-type: none"> Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials. Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources. Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects. Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems. Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft. 	<ul style="list-style-type: none"> Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources. Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things. Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials. Updating and Using Relevant Knowledge - Keeping up-to-date technically and applying new knowledge to your job. Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
Specific Tasks	Specific Tasks
Occupation Specific Tasks:	Occupation Specific Tasks:
<ul style="list-style-type: none"> Adjust controls to guide, position and move equipment such as cranes, booms, and cameras. Adjust controls to raise and lower scenery and stage curtains during performances, 	<ul style="list-style-type: none"> Accept and check containers of mail from large volume mailers, couriers, and contractors. Bundle, label, and route sorted mail to designated areas depending on destinations and according to established procedures and deadlines.



following cues.

- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment

- Cancel letter or parcel post stamps by hand.
- Check items to ensure that addresses are legible and correct, that sufficient postage has been paid or the appropriate documentation is attached, and that items are in a suitable condition for processing.
- Clear jams in sorting equipment.
- Direct items according to established routing schemes, using computer controlled keyboards or voice recognition equipment.
- Distribute incoming mail into the correct boxes or pigeonholes.
- Dump sacks of mail onto conveyors for culling and sorting.
- Load and unload mail trucks, sometimes lifting containers of mail onto equipment that transports items to sorting stations.
- Move containers of mail, using equipment such as forklifts and automated "trains."
- Open and label mail containers.
- Operate various types of equipment, such as computer scanning equipment, addressographs, mimeographs, optical character readers, and bar-code sorters.
- Rewrap soiled or broken parcels.
- Search directories to find correct addresses for redirected mail.
- Serve the public at counters or windows, such as by selling stamps and weighing parcels.
- Sort odd-sized mail by hand, sort mail that other workers have been unable to sort, and segregate items requiring special handling.
- Supervise other mail sorters.
- Train new workers.
- Weigh articles to determine required postage.

Detailed Tasks

Detailed Work Activities:

- calculate monetary exchange
- conduct training for personnel
- direct and coordinate activities of workers or staff
- distribute correspondence or mail
- insert mail into slots of mail rack
- inspect machinery or equipment to determine adjustments or repairs needed
- inspect mail preparation or handling machine output for defects
- inspect outgoing mail for conformance to standards or accuracy
- load, unload, or stack containers, materials, or products
- maintain records, reports, or files



- rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrims, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

Detailed Tasks

Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging
- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment

- make minor repairs to mechanical equipment
- measure, weigh, or count products or materials
- monitor operation of mail preparation or handling machines
- operate alpha or numeric mail sorting systems
- operate scanner
- process mail through postage machine
- provide customer service
- sell products or services
- sort mail letters or packages
- use computers to enter, access or retrieve data
- use oral or written communication techniques

Technology - Examples



- use two-way radio or mobile phone
- wrap products

Technology - Examples

Data base user interface and query software

- Data entry software

Industrial control software

- Machine control software

Inventory management software

- Inventory tracking software

Spreadsheet software

- Spreadsheet software

Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks
- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches
- Overhead cranes
- Banding machines

Labor Market Comparison

Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Difference
Median Wage	\$ 22,130	\$ 41,950	\$ 19,820



10th Percentile Wage	\$ 15,710	\$ 20,940	\$ 5,230
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	\$ 46,460	\$ 20,290
90th Percentile Wage	\$ 31,550	\$ 49,170	\$ 17,620
Mean Wage	\$ 23,000	\$ 37,630	\$ 14,630
Total Employment - 2007	8,320	970	-7,350
Employment Base - 2006	8,560	961	-7,599
Projected Employment - 2016	8,354	845	-7,509
Projected Job Growth - 2006-2016	-2.4 %	-12.1 %	-9.7 %
Projected Annual Openings - 2006-2016	274	10	-264

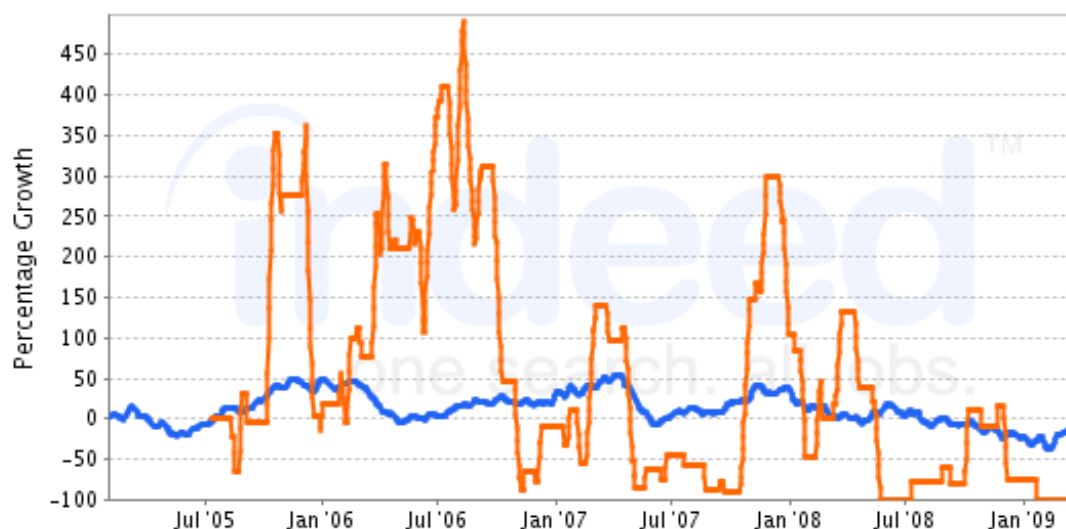
National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand

Trend for
Postal
Service
Mail
Sorters,
Processors,
and
Processing
Machine
Operators

Job Trends from Indeed.com

— Freight Mover — Mail Sorter



Data from [Indeed](#)

Recommended Programs

General Office/Clerical and Typing Services



General Office Occupations and Clerical Services. A program that prepares individuals to provide basic administrative support under the supervision of office managers, administrative assistants, secretaries, and other office personnel. Includes instruction in typing, keyboarding, filing, general business correspondence, office equipment operation, and communications skills.

Institution	Address	City	URL
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu

Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material Movers, Hand

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12
51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108



51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Top Industries for Postal Service Mail Sorters, Processors, and Processing Machine Operators

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Postal service	491100	99.96%	197,637	181,070	-8.38%

Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%
Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%